

SUSTAINABILITY REPORT 2017

VOLKSWAGEN
IMMOBILIEN





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*) Annual average for 2017

SUSTAINABILITY AT VOLKSWAGEN IMMOBILIEN

Dear Sir or Madam,

Environmental protection, social responsibility, the fair treatment of customers and colleagues and finding economical solutions have always been part of Volkswagen Immobilien's corporate responsibility. We have already carried out numerous activities and projects against this backdrop.

Today, we are proud to present the first Volkswagen Immobilien Sustainability Report which looks at the importance of sustainability for the company.

As a major landlord for residential properties in Wolfsburg and an effective partner for property within the Volkswagen Group, we are aware of our responsibility towards society and the environment. Harmonising the need for social and environmentally friendly solutions with our own demands as regards cost-effectiveness and efficiency is a challenge that we are happy to accept.

In 2017, we made our BLUE BUILDING approach the standard for our future construction projects. Though integrated planning, we ensure that all the solutions used—from the construction materials and energy-saving building shells to operating technology—help to conserve resources.

By communicating with our customers in both a private residential and a commercial setting, we make intelligent decisions allowing us to minimise our consumption of materials and environmental impact. Our employees too are given tips which encourage them to act sustainably and conserve resources. For 2018, we have set ourselves the goal of including sustainable rules of conduct in our tenancy agreements. By working together with users, we can further improve the environmental sustainability of our properties in the usage phase.

In addition to these rather technical issues, we also look very closely at the social aspect of our work in relation to our employees and society as a whole. At Volkswagen Immobilien, training our staff has always been something close to our heart. Our very successful internal training sessions have been taking place for some time now. During the sessions, our own experts pass on their knowledge and experiences to their colleagues. As a result, they play an important role in ensuring that our staff have the general qualifications that they need.

Volkswagen Immobilien is also active socially, supporting organisations such as ready4work, Wolfsburger Tafel or school projects as part of the "Stair Run" event.

In 2018, we will focus even more closely on sustainability. We have made sustainability and integrity one of our four primary strategic fields! As a result, this important issue is firmly anchored within our organisation, allowing us to question and improve ongoing projects and control processes from the point of view of sustainability. The aim is to establish a corporate culture geared to sustainable, ethical management. This includes our management principle based on clear management guidelines, an open and respectful feedback culture and the code of conduct adopted from the Volkswagen Group.

I strongly believe that with these basic principles we are following the right course. Not only are we a reliable, fair partner to our tenants in Wolfsburg and users within the Volkswagen Group—we act sustainably too!

Thank you for your interest and I hope you find the report very informative.

Yours faithfully



Meno Requardt

Our Company



WHO WE ARE

Volkswagen Immobilien GmbH is a property company based in Wolfsburg and a subsidiary of Volkswagen AG.

For many decades now, Volkswagen Immobilien has been part of Wolfsburg—we have not only seen our city grow, we also played a key role in shaping its growth.



With 9,175 residential units, Volkswagen Immobilien is one of the biggest housing providers in Wolfsburg. We are aware of the social responsibility that goes with this. Our work therefore goes far beyond renting and managing properties. We offer our customers liveable homes at affordable prices, innovative property-related services and a future-oriented infrastructure. At the same time, we always try to combine social and ecological responsibility with our business interests.

In our role as the group's corporate real estate manager, we support Volkswagen AG, its brands and their subsidiary companies, providing a wide range of property management services. Within the Volkswagen Group, we are synonymous with expertise, professionalism and trustworthiness. Our aim is to remain the Volkswagen Group's leading real estate partner.

In recent years, we have constructed numerous dealership properties for the Volkswagen, Audi, Porsche, Seat and Škoda brands, planned logistics sites and built special properties including the MobileLifeCampus and the Volkswagen Arena in Wolfsburg.

We endeavour to link construction with brand presentation, but always taking into account the principles of sustainability as an integral requirement.

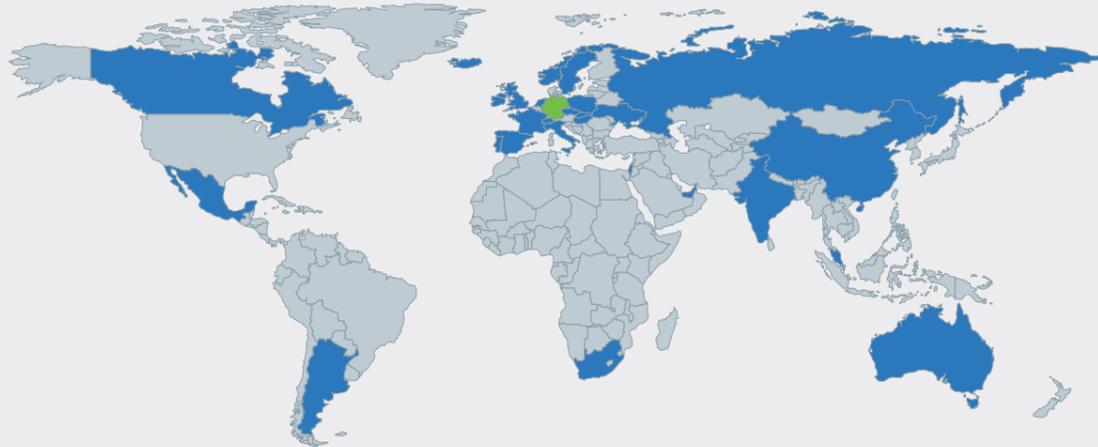
Quality of life, accessibility for all and the integration of buildings into the cityscape are what makes our properties sustainable.

9,175
own residential properties

Our areas of activity

Whether it be in Germany, the surrounding European countries or on all six continents, the property experts from Volkswagen Immobilien in Wolfsburg are not just active in

Wolfsburg—they assist the Volkswagen Group with real estate projects round the globe, for virtually all group brands.



Sustainability as the core of our corporate culture in the Volkswagen Group

As part of the Volkswagen Group, sustainability is a universal requirement for Volkswagen Immobilien too as a way of ensuring a responsible, long-term attitude towards nature and the environment and observing economic, social and cultural values, with regard to future generations as well. We regard the challenges posed by social, demographic and political change as an opportunity to develop and improve all the time.

For us, sustainability is an essential seal of quality which can be backed up by facts. In view of this, we follow a holistic sustainability approach which applies to all phases of a property's life cycle, i.e. planning, financing, management and use.

The long-term satisfaction of our customers is the key aim of our activities. We offer affordable homes in the best possible condition and in pleasant surroundings. To maintain and improve the quality of our housing stock, we carry out a wide range of maintenance and modernisation work. This protects the fabric of our buildings and helps to make them even more versatile. These measures are planned on a long-term basis and are carried out regularly.

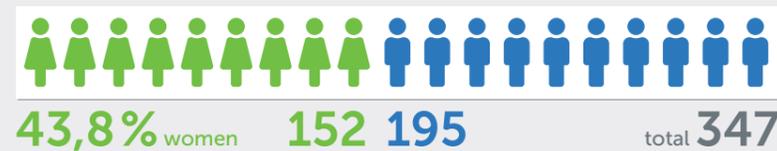
As a result, periods of peak workload can be avoided and capacities shared out optimally. With €137 million spent in the last six years—more than €35 per square metre of living space—our investments are well above average.

For us, sustainability is an essential seal of quality which documents our responsibility towards the natural environment and our desire to observe economic, social and cultural values in the long term—for future generations too. Receiving the PRIME seal of quality last December makes us very proud and is an incentive for us to pursue our sustainability strategy further.

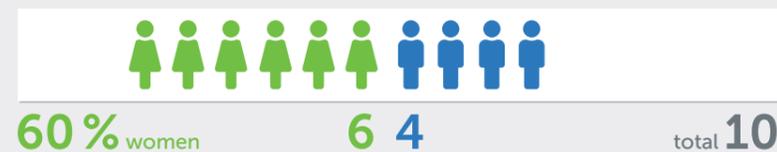


Summary of our employees (as at 31.12.2017)

Employees including those in partial retirement, without apprentices



Apprentices



Permanent employees



Sustainability as part of our organisational structure

The management at Volkswagen Immobilien GmbH is responsible for continually improving the company's products and services—while protecting the environment, conserving natural resources, reducing energy consumption and taking into account economic aspects. Sustainability issues are dealt with via staff and line functions. Those responsible ensure that the agreements are implemented and goals achieved during day-to-day business.

With internal property consultancy, we ensure that the planning and construction standards of Volkswagen Immobilien GmbH are complied with (quality management). The Sustainability Officer regularly reports to senior management and maintains the links between Volkswagen AG's "Sustainability" and "Environment" departments. Details of projects as part of corporate social responsibility and new standards are also published in Volkswagen AG's sustainability report.

Our products and services



MAKING MORE POSSIBLE

More for the city: Anyone looking for an attractive home in Wolfsburg and the surrounding area asks Volkswagen Immobilien. Young people, families and the elderly can all find comfortable, innovative homes with variety and service.

More for Volkswagen: Demanding big projects, more than 60 years' experience, for virtually all group brands—the full range of modern real estate services.



Managing the housing stock

Volkswagen Immobilien offers affordable homes in the best possible condition and in pleasant surroundings. The long-term satisfaction of our customers is the key aim of our activities.

A high-quality standard of living for a fair rent, tight-knit communities and surroundings where people can feel good: these are the factors which matter when looking for a home for the future. A place to live is a basic human requirement. Through our services, we contribute not only to Wolfsburg's reputation as a great city to live in but also to Volkswagen AG's attractiveness as an employer.

To maintain and improve the quality of our housing stock, we carry out a wide range of maintenance and modernisation work. This protects the fabric of our buildings and helps to make them even more versatile. These measures are planned on a long-term basis and are carried out regularly in order to avoid peak workloads and make optimum use of resources and capacities. With €137 million spent in the last six years—more than €35 per m² of living space—our investments are well above average.

€137 million
Investment in maintenance
and modernisation

When we carry out maintenance and modernisation work, we always aim to **improve the energy efficiency** of buildings and to reduce water consumption—this eases the burden on the environment while reducing operating costs. We also carry out work to make properties more attractive, for example adding balconies or modernising bathrooms and kitchens.

By creating accessible homes aimed at senior citizens, we would like to offer **older tenants** the opportunity to remain independent and continue living in their familiar environment for as long as possible. We do this by upgrading and renovating existing properties either ourselves or through subsidies as well as by carrying out the planning and development work for all new housing projects in recent years.

With our own **estate agent service for the Wolfsburg, Gifhorn and Braunschweig region**, we also provide services which help those looking to rent or buy a home to find suitable properties. Our estate agent service includes surveying, assessments and valuations and offers helpful advice and assistance when buying and selling properties.

As an owner of properties, we feel obliged to ensure the efficient use of properties, to offer attractive homes and thus to ensure that properties can be let in the long term.

Group and commercial properties

Volkswagen Immobilien assists Volkswagen AG, its brands and subsidiary companies by providing a range of **property management services**. These services include anything from **planning and turnkey construction to operation with project management, facility management, tenancy agreement and leasing management and asset management**. Volkswagen Immobilien also acts as an investor and general contractor and advises the Volkswagen Group around the world regarding construction and real estate projects.

When it comes to **project management** for commercial properties, we analyse the needs of users, look for a suitable plot and take care of turnkey construction—whether it be an office building, a sales building, a logistics building or even a special building.

In the area of **facility management**, Volkswagen Immobilien is a key contact for all types of external sites and buildings. We have managed numerous large commercial properties in the Wolfsburg region for many years now. These include Bürozentrum Nord, the business forum Detmerode, hangars in Braunschweig-Waggum and the Hotel Global Inn.

Within the Volkswagen Group, Volkswagen Immobilien is also a key contact for **tenancy agreement and leasing management**, overseeing the letting and servicing of commercial sites in Germany and abroad, in particular office premises as well as logistics/production halls and warehouses. We are responsible for the entire letting process and also look after and optimise existing tenancy agreements for our customers.

Our **asset management** focuses on our entire commercial property portfolio. We take care of commercial properties—not only the ones that we own but also those belonging to Volkswagen Group Real Estate.

Key features of our properties

Developing buildings

Demographic change means new challenges for planners and architects—properties must be more flexible and more easily convertible if they are to meet the future needs of residents. If a property is to be converted later on, the technical requirements must be taken into account during the planning phase in order to be able to offer an economical solution during the entire period of use. The layout of a property already determines how it can be used or modified later on. At Volkswagen Immobilien, our aim is always to ensure that properties are as durable, versatile and flexible as possible. We take into account all aspects which determine the quality and quantity of living space and thus help to make our properties as pleasant and enjoyable as possible.

Air quality

Whether or not people feel comfortable in buildings depends not only on the room temperature. Fresh air, not too moist and not too dry, is very important too. Harmful substances in the air in a room have a detrimental effect on people's performance and their ability to concentrate. They can even have long-term health consequences.

Harmful substances in the air can also damage the fabric of a building. Volatile organic compounds (VOC) and formaldehyde are given off by paints, sealants and adhesives containing solvents as well as furnishings. By selecting construction products and furnishings low in harmful substances, these risks can be reduced or even prevented.

Insulation

Well insulated walls, insulated windows and sealed gaps: the better a property is insulated to save energy, the more important correct heating and ventilation become. A wall which is damp owing to inadequate ventilation conducts energy better than a dry one. This means that heat passes through it easily and is lost outside. Anyone who fails to heat and ventilate a building adequately ultimately wastes energy and can also damage the fabric of the building.

Excessive humidity in a room can also cause major problems. Damp areas and mould stains behind items of furniture can form on cool exterior walls—quickly leading to mould which is dangerous to health.

We advise our users on how to heat and ventilate their properties correctly. If necessary, we provide climate cards which offer a convenient way of monitoring room temperature and humidity.

Over the past four years, Volkswagen Immobilien has invested around €1 million in a roof insulation program for its housing stock. 160 residential buildings were checked for energy use. In 60 buildings with a total area of 18,200 m², insulation and concrete floors were replaced, fire loading was reduced and roofs were sealed. This not only improved the fabric of the buildings, it also reduced CO₂ emissions by around 71 kg per year.

Noise

Noise is detrimental to our customers' well-being. We therefore take steps to insulate against noise in our buildings. Naturally, maintenance and modernisation work do result in some temporary noise. We therefore actively consult with affected customers early on in order to find the best possible compromise.

Exterior design

Greater building density makes the exterior of buildings an important social and cultural issue. Recreational opportunities in the local area, identification with the surroundings and social communication improve quality of life for users. Through appealing exterior design, negative effects such as vandalism and neglect which can make social areas unusable can be minimised.

Membership of associations

<p>VdW / GdW Federal/regional association for the property industry</p> 	<p>BBA e.V. Academy for the property industry</p> 	<p>Dehoga German hotel and restaurant association</p> 
<p>DSAG e.V. German-language SAP user group</p> 	<p>crenet Deutsland e.V. Communication platform for corporate real estate management</p> 	<p>cmt e.V. Wolfsburg city marketing and tourism association</p> 
<p>Feldmark- Interessentenschaft Harvesse District syndicate</p>	<p>Feldmark- Interessentenschaft Rüper District syndicate</p>	<p>ready4work e.V. Association supporting apprenticeships for disadvantaged young people</p>
<p>MarketingClub Braunschweig e.V.</p> 	<p>GEFMA German Facility Management Association e.V.</p> 	<p>IHK Lüneburg-Wolfsburg Industry and trade chamber</p> 
<p>Immobilienverband Deutschland IVD e.V. Federal association of property consultants, estate agents, property managers and experts</p> 	<p>Braunschweig Chamber of Crafts</p> 	<p>Lower Saxony Chamber of Agriculture</p> 

Business management

Volkswagen Immobilien GmbH takes a sustainability-oriented, open and conscientious approach to business management.

We believe that our activities must be in harmony with the environment and society.



Company management structure

Volkswagen Immobilien GmbH is a subsidiary company of Volkswagen AG and is managed from the company headquarters in Wolfsburg.

Beneath the three-member senior management team, all decisions for the three company divisions (residential properties, commercial properties and finance/IT) are handled by the departments and staff functions.

In accordance with the company's articles of association, the decisions made by senior management are regularly presented to the Supervisory Board.

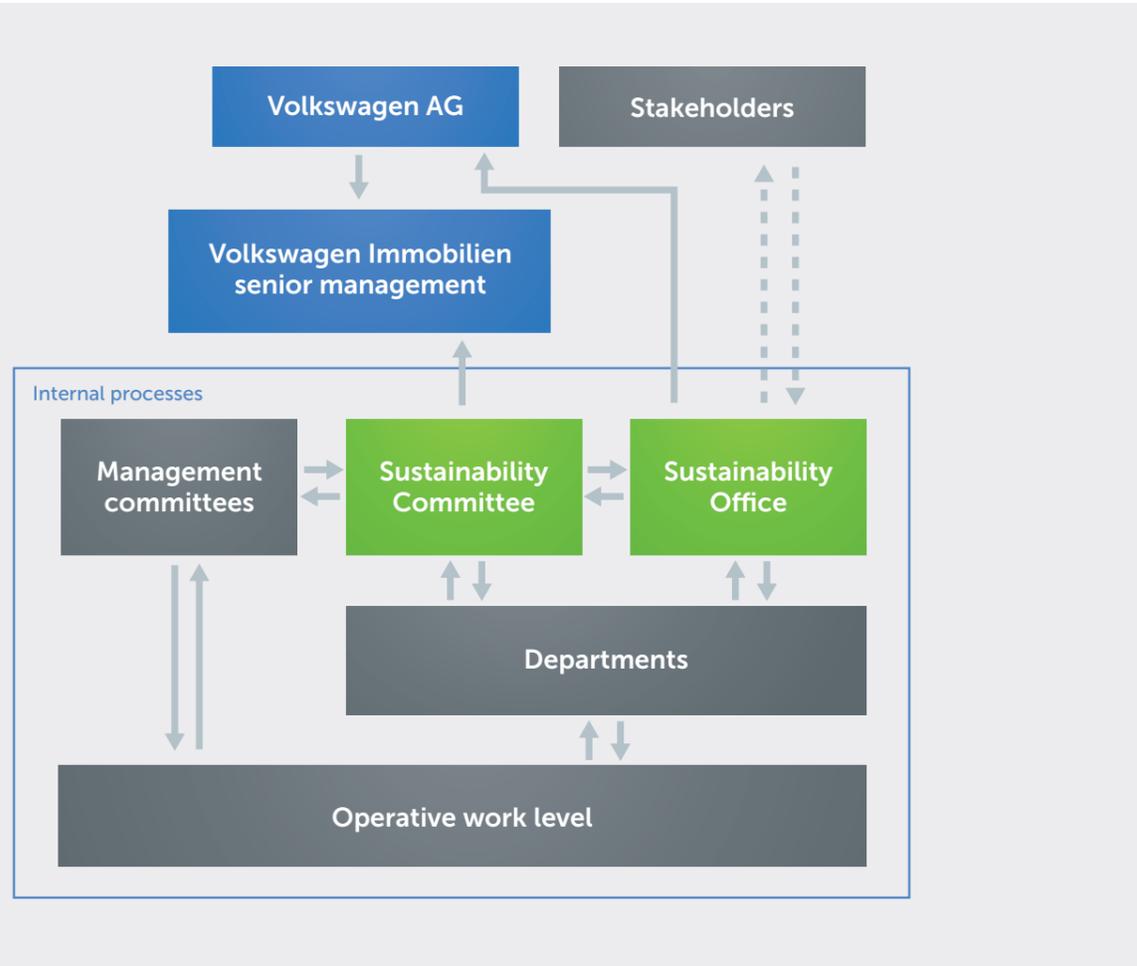
Sustainability in company management

In order to take into account sustainability and its importance to the company, the senior management regularly deals with the strategic issues relating to integrated sustainability management.

The Chairman of the Sustainability Committee regularly provides information for the senior management at Volkswagen Immobilien GmbH regarding sustainability issues relevant to the company and corporate responsibility. The Sustainability Committee includes managers from the three company divisions (residential properties, commercial properties and finance/IT). The committee identifies key areas of activity and defines strategies, specific goals and statements regarding sustainability which the Sustainability Officers within the departments then deal with in small working groups.

Our sustainability strategy is further developed on an ongoing basis, taking into account ecological, economic and social aspects and developments.

Organisation: Sustainability



Ethics and integrity

Equal opportunities and equal treatment irrespective of ethnic origin, skin colour, gender, disability, ideology, religion, nationality, sexual orientation, social origin or political views are guaranteed at Volkswagen Immobilien insofar as they are based on democratic principles and tolerance towards those of a different opinion.



Volkswagen Immobilien: Our mission statement

We are responsible for our customers, our employees and our surroundings. In order to meet this responsibility, we have set out in our brand mission statement the values which provide guidance for our conduct and activities during our day-to-day work. Our "Innovative, dedicated and fair" slogan is the basis for all strategic decisions and the yardstick for our success.

Innovative: With innovative real estate solutions, we adapt to the changing needs of our customers when it comes to living and working. By further developing our skills on an ongoing basis, we can provide property services geared to the future – in every property segment and throughout the life cycle of the property. This is also reflected in our active work to shape the future of Wolfsburg as a city for mobility.

Dedicated: We are dedicated to finding the best solution for every real estate project. With our flexible, creative approach, we provide inspirational results for our customers. The growing international challenges are what drives us to develop even further. In Wolfsburg, we take on social responsibility and help to create an attractive city worth living in.

Fair: Volkswagen Immobilien is always a reliable partner. We deal with our tenants, customers, project partners and service providers on equal terms, thus ensuring a trusting partnership. We act responsibly and humanely towards our employees. Our close-knit corporate culture is our strength. We show respect for each other and help each other.



Compliance and corruption prevention

At Volkswagen Immobilien, the Volkswagen Group Code of Conduct applies.

The aims of the Code of Conduct:

- Summarising the main principles of our conduct
- Encouraging correct conduct
- Avoiding inappropriate conduct
- Giving guidance and assistance for employees in their day-to-day work
- Binding principles for everyday work
- Encouraging the personal integrity of every individual

Shared values are the basis for decision-making and for dealing with one another and third parties. Through our attitude and conduct, we all bear responsibility for the reputation and success of the company. Our reputation and trust in companies, employees, products and services are our greatest assets.

Our success depends to a large extent on whether we conduct ourselves with honesty and integrity and in an ethically correct manner. This also means that our internal and external reporting and communication must be truthful, comprehensive and timely.

Sustainability requires of us an awareness of our responsibility for the economic, social and ecological impact of our actions.

The Code of Conduct serves as binding guidelines for our day-to-day work. It is supplemented by internal guidelines, regulations and employment contracts. It also goes without saying that we comply with national and international statutory provisions.

Code of Conduct for Business Associates

The "Sustainability in contractor relations" concept is based on the "Volkswagen Group requirements on sustainability in its relations with business associates (Code of Conduct for Business Associates)". These set out the Volkswagen Group's expectations of business associates' conduct with respect to core environmental, social and compliance standards. The centralised provision of services through Volkswagen Group Procurement ensures that our group sustainability standards are observed throughout the supply chain anywhere in the world.

These requirements are based on the principles of the UN Global Compact, the ICC Business Charter for Sustainable Development and the conventions of the International Labour Organisation. They are supplemented by the Volkswagen Environmental Policy, the environmental goals and regulations derived from it, quality policy and the declaration of social rights.

Before issuing a quotation, service providers and suppliers who want to work for Volkswagen Immobilien must confirm that they have understood the sustainability requirements and update their knowledge of them after 12 months.

Stakeholders

Combining and balancing the demands and needs of various interest groups is the basis for an economically successful, environmentally oriented and socially sustainable corporate policy.

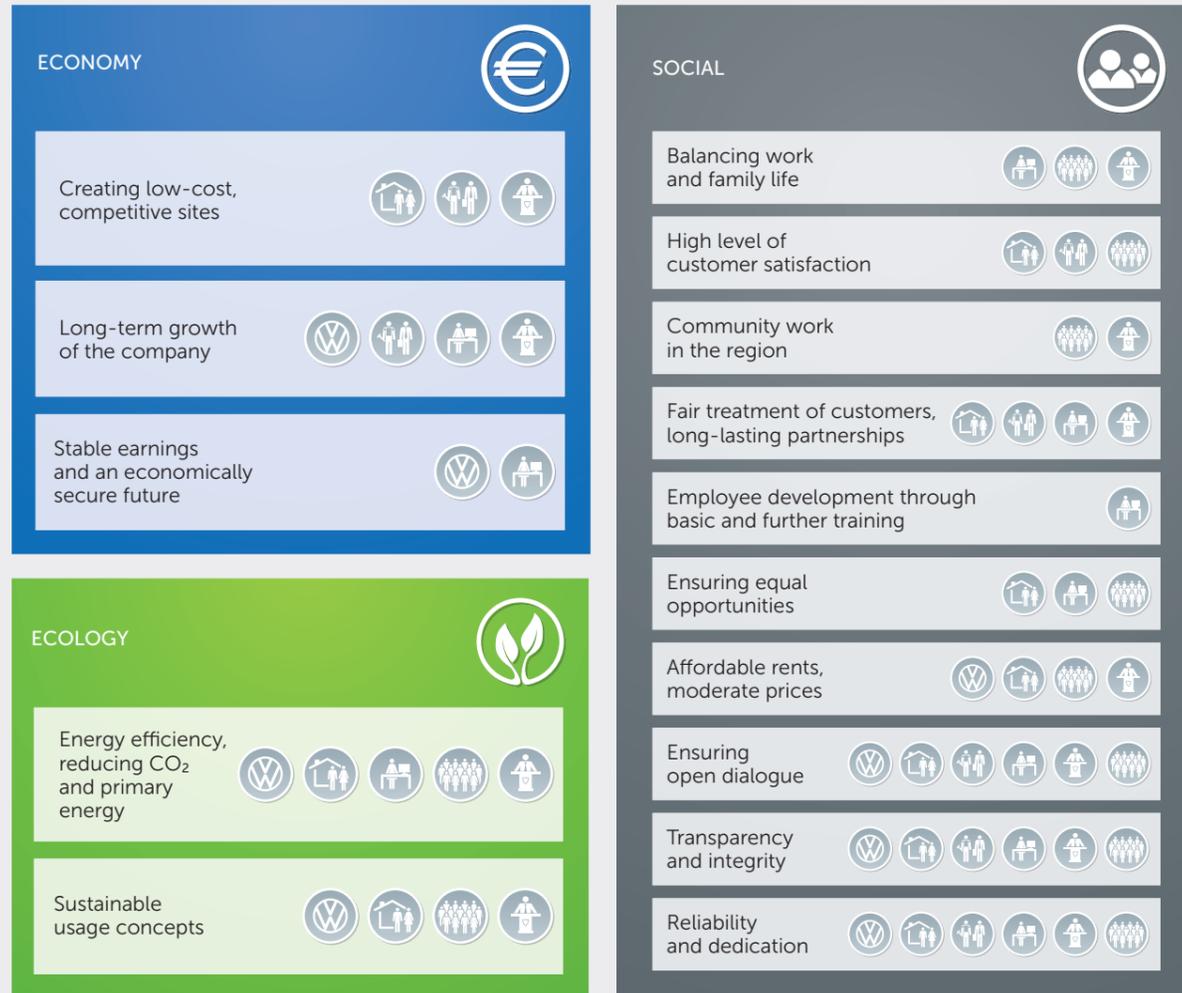


Relations with stakeholders

In its complex role as a subsidiary of Volkswagen AG, as a provider of a wide range of real estate services for the group and as one of the biggest landlords for residential properties in Wolfsburg, Volkswagen Immobilien has complex relations with various stakeholders with a variety of interests and influences. Actively seeking close contact with our stakeholders on an ongoing basis helps us to understand their expectations, to identify potential improvements early on and to carry out specific measures successfully.



Stakeholders assigned to specific areas of activity



-  Volkswagen AG
-  Tenants and customers
-  Politics and management
-  Employees
-  Business associates and investors
-  Society

Our tenants and customers

At Volkswagen Immobilien, customer orientation has two goals which are both equally important, namely reacting quickly to customer requests and problems, and pro-actively developing and optimising our services. With a central service centre and a team made up of local property managers, any enquiries, requests and problems can be dealt with quickly, reliably and easily. We systematically evaluate market developments and boldly implement innovations in order to offer our customers a modern range of services. As a result of this, we have continually improved customer satisfaction and built up long-term relationships with our customers.

Volkswagen Immobilien carries out regular extensive surveys as well as case conferences focusing on customer satisfaction. These allow us to evaluate and improve our level of service on an ongoing basis. Questioning customers allows us to look at general aspects such as image, loyalty or overall satisfaction and to obtain feedback on specific issues such as customer care, maintenance and modernisation requests.

“Mein Zuhause”, our tenants’ magazine which is published twice a year, provides our customers with useful suggestions relating to a variety of issues. Thanks to an ambitious social media strategy with a Facebook profile and project websites, professional communications via articles in magazines, public and private presentations and items in the regional news, customers and stakeholders are kept up to date regarding current and future projects.

Politics, administration and the public in the region

Volkswagen Immobilien actively supports numerous social projects such as the “ready4work” initiative for training young people, campaigns for the better integration of migrants or measures to create new living space offering outstanding quality of life.

With 24 % of newly built residential units, Volkswagen Immobilien makes a significant contribution towards the “Bauen & Wohnen – Masterplan 2020” project in Wolfsburg which aims to build 6,000 additional residential units. We also encourage the public to become actively involved in city development. For example, ideas for the playgrounds in the Fallersleben and Hellwinkel districts which were renovated by Volkswagen Immobilien were submitted by local children as part of a competition.

We work together with the Volkswagen Group to solve social problems such as the rising demand for housing, demographic change or climate change.

When carrying out new projects, we work closely with local associations and political stakeholders from the districts by involving them early on and remaining in constant dialogue. This helps to ensure that the public have access to comprehensive information and are actively involved. For most of our new projects, we set up dedicated project websites which allow stakeholders to find out about current developments at any time.

Our business associates

Our business and financial associates expect clear and fair business relations with us. They also expect us to comply with orders and contracts and to make payments on time. When it comes to financial issues, Volkswagen Immobilien works with major and cooperative banks, insurance companies and other financial institutions.

We cannot do everything and provide all services ourselves –nor do we want to. As a result, we rely on companies and suppliers to carry out work on our behalf. All orders for supplies and services are awarded transparently, without discrimination and after comparing a number of quotations. The reputation of Volkswagen Immobilien and trust in us as a business associate are the basis for lasting economic, ecological and social success.

A Code of Conduct and a business associate code were passed under the auspices of the Volkswagen Group. These define our company's ethical and legal principles as well as our expectations as regards our partners' conduct. Details of the providers with which Volkswagen Immobilien can work together with confidence are recorded in a green list.

Our employees

We offer our employees an attractive place to work, make it easy for them to balance work and family life and provide a wide range of further development opportunities. Thanks to numerous internal measures and schemes, Volkswagen Immobilien boasts above-average employee satisfaction and loyalty.

Dialogue and communication

Volkswagen Immobilien is willing to face up to the growing communicative challenges. Our stakeholders and the public expect us to readily provide transparent information and to communicate openly, even when dealing with critical issues.

We liaise openly with the press regarding all issues and endeavour to respond even to complex enquires received at short notice. We constantly provide information regarding all issues affecting our business as a matter of course. For example, when suspected harmful substances were found in a residential complex housing a number of families which was due for extensive modernisation, we responded by immediately informing the tenants concerned. Volkswagen Immobilien also provided everyone concerned with a customer advisor as a contact person and offered further information regarding the future handling of the case.

We actively contribute to forums and events regarding property issues and answer any questions. We regularly hold press conferences with media representatives and are available to take part in interviews, presentations and discussions regarding any issues.

Highlights in the area of sustainability in 2017



"Oekom" PRIME seal of quality

In its Corporate Rating, the ratings agency oekom research assessed Volkswagen Immobilien GmbH's sustainability activities on 22nd December 2017 and awarded the company "PRIME" quality status. This status certifies our above-average commitment in the area of "environmental and social issues".



Urban development in Wolfsburg

With the "Wohnen & Bauen – Masterplan 2020" major project, Wolfsburg is addressing the challenges of modern urban development and the growing demand for housing. As one of the main players in the local property business, Volkswagen Immobilien works closely with the city authorities and is involved in realising the master plan, e.g. by building 1,450 residential units, i.e. 24 % of all new housing.



Award-winning living concepts

The Lower Saxony City Development Security Partnership which includes not only NBank and the Lower Saxony Ministry for Social Affairs but also a number of national associations and institutions has awarded the "Lower Saxony Seal of Quality for Secure Living" every year since 2010. This honours and rewards efforts to achieve high quality of life and active work in a social context. With the "Drömlingshöhe" and "Wohnen am Glockenberg" new developments, Volkswagen Immobilien was included in the assessment for 2017.



VWI stair run

The annual VWI stair run has taken place in late summer for 11 years. In cooperation with the Lower Saxony Athletics Association (NLV), many hundreds of participants compete individually, in groups or in teams to see who can climb the 144 steps to reach the roof of the high-rise building the quickest. Associations, school classes, teams made up of people from various generations, semi-professionals and ordinary members of the public from all over the region meet here every year for an event which focuses on fun. With its extensive supporting programme, the event is popular with families and even those who are not running. In 2017, Volkswagen Immobilien also donated €1 for every floor climbed, raising over €5,000 for the construction of a school in South Africa..



High standards for our employees

Our employees are the foundation of our company and the basis for our success. As part of strategic personnel development, we carried out a variety of measures in 2017 in order to boost the qualifications, motivation and satisfaction of our staff. For example, 22 in-house training sessions were provided by our own employees, providing training for 300 members of staff. The programme is complemented by the group-wide Volkswagen Training Portal which provides free training sessions.

We encourage our employees to take advantage of these opportunities. Unlimited access to interactive training sessions on topics including "Environmental and energy management" and "Saving resources" is available free of charge for 12 months. The "Company financing and sustainability" department also provides up-to-date information about saving resources and current developments on the Intranet on a regular basis.

Housing projects in accordance with the BLUE BUILDING standard



WOHNEN AM SCHLOSSPARK

- 20 residential units
- 2 to 4-room apartments
- Apartment sizes 65–120 m²
- Completion in March 2017



WOHNEN AM SALZTEICH

- 48 residential units
- Up to 4-room apartments
- Apartment sizes 45–120 m²
- Completion in June 2017



BUSINESS APARTMENTS

- 60 residential units
- Up to 2-room apartments
- Approx. 35 m² each
- Construction start in autumn 2017



WOHNEN AM GLOCKENBERG

- 24 residential units
- 2 to 4-room apartments
- Apartment sizes 75–120 m²
- Completion in summer 2016



WOHNEN AM WELLEKAMP

- 56 residential units
- Up to 3-room apartments
- Apartment sizes 45–85 m²
- Construction start in autumn 2017



QUARTIER STEIMKER GÄRTEN

- 1,250 residential units
- 2 to 5-room apartments
- Apartment sizes 65–140 m²
- Construction to begin in 2018

Commercial projects in accordance with the BLUE BUILDING standard



AUDI ZENTRUM TRUDERING, MUNICH

- Lessee: MAHAG GmbH
- Due for completion in 2019



QUALIFICATION CENTRE DINKELSBÜHL

- Lessee: SEAT Deutschland GmbH
- Due for completion in 2018/2019



VOLKSWAGEN ZENTRUM HANOVER, HILDESHEIMER STR.

- Lessee: Volkswagen Automobile Hannover GmbH
- Due for completion in 2019

Economic sustainability

As a key regional housing provider and a leading real estate partner to the Volkswagen Group, we conduct our business with the aim of being economically successful and also harmonising this success with the well-being of our stakeholders.



Our goal: long-term success

Breaching sustainability standards can reduce the attractiveness of our properties. This in turn makes them more difficult to let and is detrimental to our company's earnings and economic status. We actively counter this risk by thinking about tomorrow's needs today.

Climate change is one of the biggest challenges of our time and is already reflected in the extreme weather to which our properties are exposed. If we do not heed the warning signals early on, the capital costs for maintaining properties and repairing the resulting damage will rise and revenue will fall or disappear if properties cannot be used.

A business which is profitable in the long term is very important for us because we need a sound economic basis if we are to get involved in environmentally-friendly projects.

We believe that profits should be made responsibly, taking into account the interests of our stakeholders and the rights of the environment.

€ **35.6** million
profit before tax in 2017

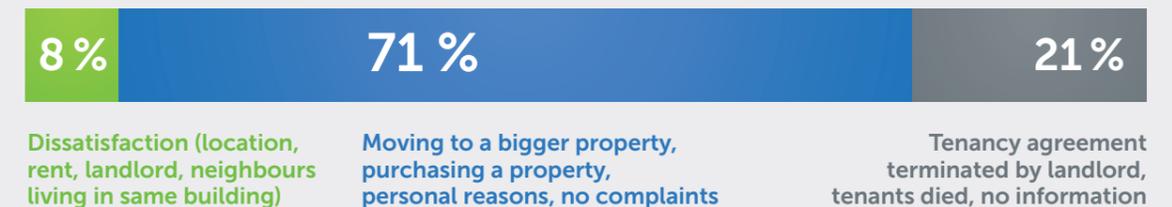
Customer satisfaction

Residential properties, results of the tenants' survey 2016



Reasons for tenancy agreements being terminated

Residential properties in Wolfsburg 2017, based on information provided voluntarily



Implementation

Our wealth of experience when it comes to energy-efficient, sustainable construction is the basis for continually developing our own BLUE BUILDING standard. Scientifically proven, tried and tested and based on the systems used for well-known property certification schemes, BLUE BUILDING focuses on the criteria for efficient energy use which are relevant not only to commercial properties but also when building new residential properties to let.

In addition to BLUE BUILDING for efficient energy use, BLUE BUILDING plus integrates ecological and social requirements for sustainable planning and management.

Financing

We regard financing as a natural part of any sustainability concept: properties that are built sustainably should also be financed sustainably. We therefore take advantage of things like development loans and green financing tools in accordance with the ICMA Green Bond Principles. At the moment, we are working to implement a first green transaction which meets these criteria and is certified accordingly.

Management

In the commercial sector, the majority of our lessees are certified in accordance with DIN 14001 (environmental management) and/or DIN 50001 (energy management). Our customers are therefore committed to environmentally-friendly, climate-neutral processes and are willing to have these processes verified. For planning purposes, Volkswagen Immobilien also uses the so-called "Green Lease Agreement" which sets out criteria for saving resources for non-certified lessees.

In the residential sector, our own maintenance work is complemented by a high standard of service and repairs which ensures that damage and any problems that occur are rectified quickly and permanently. This helps to minimise energy losses and problems later on. We also advise our tenants as to how they can save resources and maintain the value of their properties.

Recycling

As far as the overall life cycle of properties is concerned, the dismantling and recycling of a building are closely linked to the planning of subsequent use—completing the cycle.



Life cycle of properties in accordance with the holistic sustainability approach

Ecological sustainability

Climate change, urbanisation and demographic change are key challenges of our time. The latest climate forecasts predict that we will increasingly face extreme weather in the future, with extreme droughts and heat waves but also heavy rain and powerful storms. Climate change is now reality—a reality that we cannot and do not want to deny.



We and our housing stock

In Germany, properties are responsible for approx. 40 % of all greenhouse gas emissions. As a housing provider and a subsidiary of the Volkswagen Group, we have a great deal of responsibility and are keen to do more to protect the environment and encourage environmental awareness.

Our sustainability strategy is not restricted to strategic climate protection measures. We must also face up to the real challenges posed by climate change and the legal requirements (e.g. energy saving directives), the needs of the property market (rising running costs, insurance premiums etc.) and the needs of users (certifications, Volkswagen Group goals).

Our goals

Efficient use of resources for new building developments:

- 25 % reduction in CO₂ emissions
- 45 % reduction in primary energy needs
- 15 % reduction in final energy needs (compared to EnEV reference building in each case)

Efficient use of resources for existing properties:

- 25 % reduction in CO₂ emissions by 2020 (compared to 2013)

Energy consumption in residential properties

Optimisation in 2016 compared to 2013



Energy consumption in commercial properties

Optimisation in 2017 compared to 2013 for properties used by Volkswagen Immobilien



(CO₂ conversion factor in accordance with the requirements of the Federal Environment Agency)

Strategy and goals

Volkswagen Immobilien has set itself the goal of supporting the Volkswagen Group in its environmental goals and defining sustainability as a basis for our actions and processes. We take on responsibility towards our customers, our tenants, our employees and society and would like to ensure that our properties are developed and constructed in a sustainable manner.

The environmental effects of buildings are influenced by many factors: urban development, architecture, the materials used, infrastructure links and the users and the usage itself. In practice, we therefore look for solutions which support our customers, ease the burden on the environment and at the same time meet our business needs.

When carrying out our projects, we try to minimise our impact on the natural environment. We do this through densification and using brownfield sites wherever possible, thus reducing the number of greenfield sites that we need to use.

The "Company financing and sustainability" department also provides information and tips about sustainability and saving resources for all employees on the Intranet on a regular basis. At the moment, we are developing a standardised sustainability supplement for lease agreements for our commercial properties ("Green Lease Agreement").

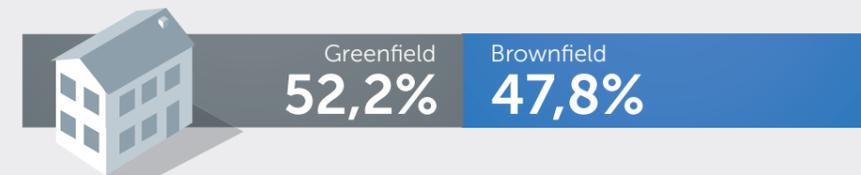
Renting of residential properties

Energy-efficient buildings are a key factor in our efforts to achieve our climate targets. That is why we renovate and modernise our existing properties on an ongoing basis. The most frequent energy-saving measures are façade insulation, replacing windows and doors and roof insulation.

We have little influence over the behaviour of our tenants. We therefore try to raise awareness and change their habits by providing information. In the tenant's folder which every tenant receives when they move into one of our homes, we explain how to heat and ventilate buildings correctly, how to sort and minimise refuse and how to save water. Our tenants can also find extra up-to-date information in our "Mein Zuhause" magazine which is published on a regular basis.

Greenfield / Brownfield

Residential properties 2017



Greenfield / Brownfield

Commercial properties 2017



Proportion of Brownfield sites

Investment in residential and commercial properties, 2015 – 2017



Modernisation and new developments

In order to better harmonise ecological and economic goals, we also evaluate and implement new financing tools. For example, we can fund part of our modernisation measures through the Kreditanstalt für Wiederaufbau (KfW). For this to be possible, however, our measures have to achieve savings which go far beyond the legally stipulated figures set out in the "Ordinance on energy-saving thermal insulation and energy-saving building installation technology" (EnEV).

For new buildings, we have developed our own BLUE BUILDING standard which assesses all building features to ensure high ecological, economic and social standards.

The standard comprises two levels. The first level, BLUE BUILDING, covers all energy efficiency requirements, far surpassing all the legal energy saving requirements. The fabric of the building and the choice of systems and fuels should ensure that the final energy required can be reduced by at least 15 % compared to the EnEV reference building. The primary energy requirements of the building must be at least 45 % below the comparable value for the reference building while the building's CO₂ emissions must be at least 25 % lower than those of the reference building.

The second level for sustainable construction, BLUE BUILDING plus, imposes additional requirements as regards environmentally-friendly, economical and user-oriented building design and management.

BLUE BUILDING

Our standard for sustainable construction and management

BLUE BUILDING

- Reducing primary energy consumption and CO₂ emissions
- Improving the energy efficiency of the fabric of buildings and building systems
- Building management system and monitoring

ENERGY EFFICIENCY

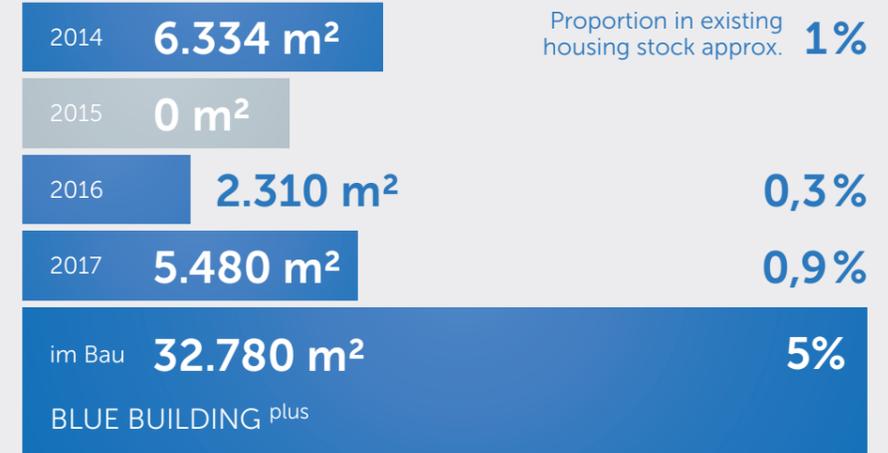
BLUE BUILDING plus

- Minimum energy standard: BLUE BUILDING
- Environmentally friendly: Reducing the use of space and resources, construction products free from harmful substances, saving water
- Economic efficiency: Efficient use of space, convertible buildings, extendibility and adaptability
- User-oriented: Comfortable properties with good heating, noise insulation and views, healthy air in rooms, security, accessibility, mobility

ENERGY EFFICIENCY AND SUSTAINABILITY

BLUE BUILDING

Proportion of BLUE BUILDING projects in relation to all projects – 2014 to date



BLUE BUILDING / BLUE BUILDING plus

Proportion of properties in existing housing stock in 2017, incl. current construction projects



Energy supply—heating

If possible, we connect our buildings to the local district heating network. This option benefits the environment as it uses waste heat that would otherwise be lost.

Heating energy

Energy sources



Mobility

Modern mobility solutions are of great interest to Volkswagen Immobilien, not least because of our links to the Volkswagen Group. We follow developments in the field of e-mobility very closely as the electrification of personal transport is likely to increase, particularly in urban areas. The charging infrastructure will play an essential role here—that is why we are already taking it into account nowadays when planning new developments.

We also try to make the mobility solutions for our business operations environmentally friendly. For business trips, we provide our employees with e-pedelecs and shared (pool) vehicles which satisfy the latest EU6 emissions standards. We are already preparing to upgrade our vehicle fleet to electric vehicles and are ensuring that the charging infrastructures needed for this are already in place. A large part of our workforce commutes to work in an environmentally friendly manner using the train. We encourage this by providing subsidies or reduced-price commuter tickets.

Water

In spite of climate change, there will be plenty of water in Germany in the future. According to the Federal Environment Agency, there is no need to fear water shortages or “water stress” in Germany in the medium term. Nevertheless, the property industry faces challenges. The use of land to build properties and soil sealing prevent rainwater draining away and disrupt the natural water balance in the ground. On top of this, biotope networks, biodiversity and movement in the animal world are all impaired by the containment of plant growth and interference in natural habitats.

In order to reduce the negative effects of land use, Volkswagen Immobilien has set itself the goal of greening up at least 20 % of the land used for building. We choose plants which are suitable for the location and easy to look after and use at least four native plant species. When constructing parking facilities, we ensure that the surfaces are permeable so as to minimise surface sealing. If permitted by building regulations and technically possible (seepage capability of the ground), we try to create rainwater drainage systems so as to disrupt the natural water cycle as little as possible.

Drinking water is the most important natural resource and is essential for people, animals and the environment. To ensure clean drinking water, water must be taken from the natural water cycle and carefully treated under strict controls. However, drinking water is not only used for drinking—it is used for cleaning too. As a result of continual contamination, waste water must be carefully treated before it can be returned to the natural water cycle.

The use of clean rainwater for washing or watering could save a significant amount of fresh water. Water-saving fittings (flow limiters, WCs with flush stop) also help to reduce water consumption. This eases the burden on the environment, reduces the amount of waste water and at the same time reduces provision and treatment costs.

Construction materials

The construction and maintenance of buildings require considerable use of resources. Construction material logistics alone places an enormous strain on the environment. When construction materials are manufactured and used in building, they release emissions and harmful substances into the environment. In order to minimise possible environmental risks, Volkswagen Immobilien uses construction methods which minimise harmful substances. Explicit requirements apply to the substances contained in specific groups of construction products and these must be taken into account when products are selected. For example, we use regional products for wooden doors and parquet or natural stone floors and panelling wherever possible.

Volkswagen Immobilien never uses tropical, subtropical or boreal woods or wood products without the FSC certificate. Only natural stone products with the CE mark, the Fairstone certificate or similar standards are used.

Social sustainability

We at Volkswagen Immobilien believe that sustainable business success can only be achieved if we act responsibly towards our environment, the society in which we live and, above all, our employees.



Society and customers—our range of services

Volkswagen Immobilien has always been synonymous with reasonable rental costs and providing homes for broad groups of people. Our average rent for existing properties is currently € 6.34/m². 44 % of the rents for our existing properties are below € 6.00/m². Our average rent for new properties is € 7.51/m² (average regional rent: approx. € 9.00/m²).

However, there is currently a shortage of housing in Wolfsburg owing to the city’s dynamic development. More and more people would like to live in this modern city as it offers an attractive living environment and is a major economic centre. The property market reacts by pushing up rents, thus reducing the amount of affordable housing available. Volkswagen Immobilien is facing up to this social challenge by taking part in the “Wohnen & Bauen – Masterplan 2020” offensive and building 1,450 residential units—24% of the new housing in the city.

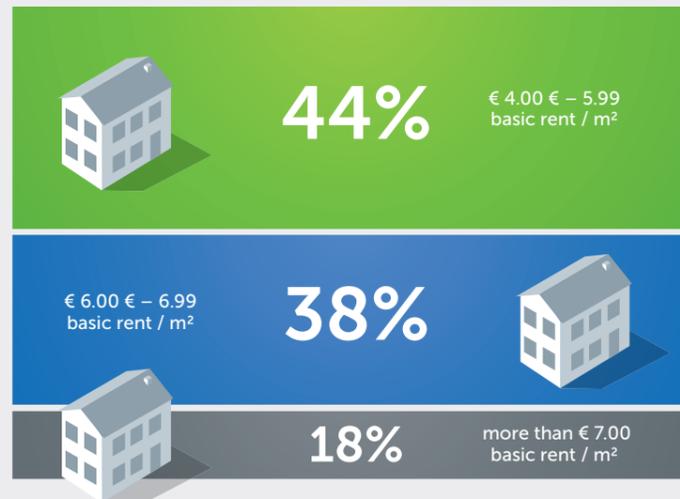
We reinvest a large part of the money that we earn through rents in the portfolio. By rigorously and continually maintaining and modernising our housing stock, we increase the energy efficiency of our properties, thus rendering them immune to rising energy prices in the long term.

We offer a wide range of successful services and innovative solutions to cater for the various needs and situations of our customers and tenants. For many years, we have offered our tenants affordable services which improve the comfort of their properties and increase their satisfaction. We achieve this by offering our services on a large scale and making them accessible to all our customers. Our tenants therefore benefit directly from cost benefits, e.g. as a result of discounts.

1,250
new residential units in 2020
at the “Steimker Gärten”

Distribution of rents

Residential properties in Wolfsburg, as at January 2018



Customised homes

When we rent out modernised properties, the tenant can choose individual fittings or add new ones: fitted kitchens, floor coverings, wall coverings, washing machines and tumble dryers are then procured by Volkswagen Immobilien and are in place when the tenant moves in. This saves tenants having to carry out renovation work themselves as well as the high one-off costs; the monthly rent is then calculated on an individual basis according to the options chosen.

Rooms in shared properties

Apprentices, students, employees still in their probationary period or project workers can rent rooms in our shared properties—at short notice, flexibly and cheaply. Specific items of furniture, cable TV and Internet access, blinds, lamps and a desk are all included. A shared fitted kitchen, washing machine and tumble dryer are also provided. Thanks to set rents, flat-rate service charges and a short notice period for termination, flexible stays are possible.

Fully furnished properties

Furnished properties provide a comfortable home for short and medium-term stays in Wolfsburg. We have around 200 furnished properties—fully furnished to the highest standards. Managers in particular will find a stylish, comfortable home for a while—or a convenient solution allowing them to settle down in Wolfsburg and then look for something more permanent when they have time.

“Wohnen plus”

Older tenants can apply for a financial subsidy from Volkswagen Immobilien for alterations and renovations to make their homes more accessible and suitable for older people; depending on the work involved, we as the landlord will bear up to 50 % of the costs. Smaller jobs such as putting up handrails in bathrooms can also be carried out free of charge by our customer services.

Wohnen im Ruhestand (WIR)

The WIR facility is an attractive old people’s home with a family atmosphere in a convenient location in Wolfsburg-Fallersleben. Volkswagen Immobilien operates the facility in cooperation with the German Red Cross. Both senior citizens and younger people aged 50 or above who want to lead an active, independent life live in the 88 modern apartments. Expansive, well-tended green areas and a large pond provide an inviting place in which to spend time and relax. Volkswagen Immobilien tenants can move to the old people’s home without having to give notice on their existing property.

Our customer services

Our customers expect us to provide properties in perfect technical condition, offer secure long-term tenancies and answer questions quickly. Volkswagen Immobilien endeavours to establish long-term relationships with its customers. After all, a partnership based on trust is the only way to recognise their needs and come up with individual solutions quickly.

Being easily contactable, reacting quickly and being there for our tenants are important to us—our tenants can contact us via post, e-mail or telephone or speak to us in person. The service centre at our headquarters has customer-friendly opening times (Monday to Thursday from 08:00 until 18:00, Friday from 08:00 until 13:00) and is able to offer advice, deal with enquiries or complaints and accept requests for all types of work. Tenants can also request repairs or pass on information regarding residential buildings or outdoor areas here. Any requests or information provided will be dealt with immediately. In an emergency, we can be contacted via a service number round the clock.

Volkswagen Immobilien also faces up to the challenges of integrating foreign citizens into society. Forms and customer information are available in a number of languages. We constantly endeavour to harmonise our range of services with the needs and expectations of people from other countries or of other cultures.

Sustainable and socially-oriented urban planning and new developments: Steimker Gärten

The size and costs of a property are not the only key criteria when choosing a new home—the surroundings too are becoming increasingly important. With futuristic city accommodation, Volkswagen Immobilien would like to increase customer satisfaction while improving quality of life. The new “Steimker Gärten” district in Wolfsburg was therefore conceived to allow residents to live in harmony with easy access to all facilities. Short distances—whether it be to the nursery or Wolfsburg city centre—make everyday life easier.

“Steimker Gärten” was designed as a lively place for a range of people, with safe play areas, nurseries and lots of space for children to play, with accessible outdoor facilities, an old people’s home and accessible accommodation.

As part of urban development measures, all neighbourhoods are given their own central green areas as a meeting point. Terraces, roof gardens, inner courtyards and public areas are inviting places in which to carry out activities together. And there is hardly any sign of cars: these are parked in the large underground car parks.

The centre of the district with shops for everyday needs, cafés and restaurants can be reached from all neighbourhoods with just a short walk. Wolfsburg city centre can be reached by car in just seven minutes, and it takes just three minutes to the nearby primary schools and big supermarkets. The planned “Alternative Green Route” for local transport and mobility concepts such as car sharing which are under development provide optimum links within the district.

Charity work

As one of the biggest landlords in Wolfsburg, Volkswagen Immobilien takes on responsibility for the region and supports activities, particularly those of a sporting nature, which improve people's health and the local community. For example, we have sponsored the "Grizzlys Wolfsburg" DEL ice hockey team for nearly 20 years and hold numerous joint events as part of this. For 11 years, we have organised the annual "Volkswagen Immobilien stair run" in cooperation with the Lower Saxony Athletics Association. We also support established events including the local People's Triathlon and the Wolfsburg Marathon.

We actively support numerous social projects too. For example, Volkswagen Immobilien is a partner to the "Family Alliance" in Wolfsburg where representatives from politics, industry, government, the church, charitable groups and associations get together with the public to make Wolfsburg more family-friendly. For over ten years, we have supported "ready4work e. V.", an initiative with over 400 members which works with Regionalverbund für Ausbildung e. V. to create extra apprenticeship places in the region and thus to integrate in particular socially disadvantaged young people.

We promote cultural life with Wolfsburg's annual "Rock im Allerpark – umsonst & draußen" music festival, an event which is extremely popular among young people and which gives local and regional new bands the chance to play on a big stage in front of lots of people.

The socially disadvantaged residents of Wolfsburg are able to use the services of Wolfsburger Tafel e. V. Volkswagen Immobilien has actively supported the work of the food bank for many years now.

Donations in 2017

- Kulturkreis Detmerode ("Working with your hands")
- Secondary School "Hoffmann von Fallersleben" charitable association (Theater-AG)
- Antenne Niedersachsen hilft e. V.
- School centre Westhagen
- Lebenshilfe Wolfsburg e. V. ("Aufgetaucht" rock festival)
- Hospice "Luise", Hanover-Kirchrode
- BE YOUR OWN HERO e. V.
- Association "ready4work e. V."
- Citizen's Association "Bürgerverein Detmerode e. V." (Detmerode Summer Festival)
- Deutscher Kinderschutzbund (Child Welfare Association)
- St. Christophorus catholic parish (summer festival and whiteboard)
- Sports groups in Wolfsburg, including gymnasium club "TV Jahn Wolfsburg e. V."
- Wolfsburger Tafel e. V.



Wolfsburger Allgemeine Zeitung, 12.12.2017



Wolfsburger Tafel: VWI-Mitarbeiter verteilen Adventskörbe an Bedürftige.

WVI verteilte Adventskörbe an bedürftige Wolfsburger

Weihnachtliche Überraschungs-Aktion bei der Tafel

WOLFSBURG. Rund 100 bedürftige Menschen holen sich freitags bei der Wolfsburger Tafel in der Kleiststraße Lebensmittel ab. Nun gab es für sie eine kleine Überraschung in der Ausgabestelle. Statt Weihnachtsgeschenke an Geschäftspartner und Kunden zu versenden, hatte Volkswagen Immobilien (VWI) mit der Unterstützung des Hotels Global Inn 100 Adventskörbe mit vielen kleinen Leckereien im Wert von rund

3000 Euro zusammengestellt. „Wenn es in der Weihnachtszeit draußen kälter wird, rücken die Menschen in Wolfsburg enger zusammen und denken auch an jene, denen es in dieser Zeit vielleicht nicht so gut geht“, sagte Meno Requardt, Sprecher der VWI-Geschäftsführung. Die Wolfsburger Tafel engagiere sich tagtäglich für bedürftige Menschen in Wolfsburg. „Wir möchten diese Initiative gerne auch in diesem Jahr unterstützen

indem wir insgesamt 100 Adventskörbe mit weihnachtlichem Allerlei vorbereitet haben.“ Bei heißen Getränken und frischen Waffeln mit Kirschen und Puderzucker verteilen die Mitarbeiter von VWI die Geschenkboxen, die unter anderem gefüllt waren mit selbst gemachtem Chutney, Heringsfilet und Truthahnjagdwurst. Mehr Infos zur Tafel gibt es im Internet unter www.wolfsburger-tafel.de.



Blutspende-Aktion

Mittwoch, 01.03.2017

von 10:30 - 14:00 Uhr

IG Metall Wolfsburg

Siegfried-Ehlers-Str. 2, 38440 Wolfsburg



regional heute, 11.09.2017

Volkswagen Immobilien spendet 6.000 Euro für ready4work



Gemeinsam mit dem neuen VWI Azubi Karsten Weber, Tim Gutmann und Lars Volff übergibt VWI-Geschäftsführer Michael Leipel den Scheck an den Vorsitzenden des Fördervereins ready4work/Bernd Osterloh. Foto: VWI

Wolfsburg. Seit 2003 unterstützt der Förderverein ready4work den Regionalverbund für Ausbildung, der zusätzliche Ausbildungsplätze für benachteiligte Jugendliche in der Region Wolfsburg, Gifhorn, Helmstedt schafft. Nun bekam der Förderverein selbst Unterstützung und zwar in Höhe von 6.000 Euro. „Wir wollen mit unserem Engagement die Chancengleichheit bei der Vergabe von Ausbildungsplätzen in unserer Region gezielt unterstützen. Auch wir investieren in den eigenen Nachwuchs und bilden junge und motivierte Mitarbeiter aus“, sagte der für Privatkunden und Personal verantwortliche Geschäftsführer von Volkswagen Immobilien (VWI) Michael Leipel bei der Scheckübergabe an Bernd Osterloh als Vorsitzenden des Fördervereins ready4work.

Wolfsburger Allgemeine Zeitung, 21.11.2017

WVI spendet 5400 Euro für Bau einer Schule

Geld kam beim Treppenhauslauf im September zusammen – Unterstützung für Projekt in Südafrika

WOLFSBURG. 600 Läufer sind im September beim VWI-Treppenhauslauf die neun Stockwerke im Hochhaus am Rabenberg hinaufgelaufen – und haben damit gleichzeitig unter dem Motto „Wolfsburg baut ein Klassenhaus“ den Bau einer Schule in Südafrika unterstützt. VWI-Geschäftsführer Meno Requardt überreichte gestern einen symbolischen Scheck in Höhe von 5400 Euro an Projektpatin Silke Comberg und Joachim Franz, Vorstandsmittglied des Vereins „Be Your Own Hero“.

„Wir freuen uns, dass wir Joachim Franz und seine Initiative in Südafrika unterstützen können. Die Förderung von Bildungsmaßnahmen und die Finanzierung von Schulprojekten sind wichtige Bausteine, damit Kinder und Jugendliche eine bessere Chance im Leben bekommen.“ Das Geld fließt in die Reichenau Mission School, ein Komplex von mehreren Gebäuden, der einst von deutschen Nonnen geschaffen wurde. Hier wird eine Schule für rund 100 Kinder betrieben. Im Einzugsgebiet darüber hinaus ein Bedarf für weitere 300 Kinder. „Wir freuen uns, dass so viele Läufer am Treppenhauslauf teilgenommen haben und VWI so den Bau eines modernen und richtungweisenden Lern- und Ausbildungszentrums unterstützt“, sagte Projektpatin Silke Comberg.



5400 Euro kamen zusammen: VWI-Geschäftsführer Meno Requardt (l.) überreichte einen Scheck an Joachim Franz von „Be Your Own Hero“ und Projektpatin Silke Comberg. Foto: Britta Schulze

Wolfsburger Nachrichten, 23.03.2017

Volkswagen Immobilien



Möbel für Lebenshilfe

Wolfsburg. Volkswagen Immobilien (VWI) spendete verschiedene Büromöbel für die Wolfsburger Lebenshilfe. Die Möbel stammen aus ehemaligen Hotel-Beständen, die von VWI als Eigentümer eingelagert wurden. „Solche Spenden helfen uns sehr. Damit können wir das Büro in unserem Kindergarten aufwerten und auch unseren Werkstattbereich zusätzlich ausstatten“, sagte Detlef Vahldiek, Werkstattleiter bei der Lebenshilfe. Foto: VWI

Wolfsburger Allgemeine Zeitung, 24.01.2018

Volkswagen Immobilien: 5300 Euro für die Wolfsburger Tafel

STADTMITTE. Volkswagen Immobilien (VWI) unterstützt die Wolfsburger Tafel so mit rund 5300 Euro unterstützt werden. „Der persönliche Eindruck unserer Kolleginnen und Kollegen bei der Wolfsburger Tafel hat uns nachhaltig bewegt, sodass der Spendenbetrag des Unternehmens durch persönliche Spenden im Gespräch mit Hans Rühl, zweiter Vorsitzender der Wolfsburger Tafel, deutlich, dass die Betriebskasse des ehrenamtlichen Vereins des das Jahr 2018 noch nicht ausreichend gedeckt seien (WAZ berichtete). Bewegt vom Engagement des Vereins entschied sich der VWI-Führungskreis deshalb dazu, den Spendenbetrag von VWI noch einmal persönlich aufzustocken. Insgesamt konnte die Wolfsburger Tafel so mit rund 5300 Euro unterstützt werden.“



5300 Euro für die Wolfsburger Tafel: Mitglieder der Geschäftsführung und des Führungskreises von Volkswagen Immobilien übergaben den symbolischen Spendenscheck. Foto: VWI Immobilien

Sustainability as an employer

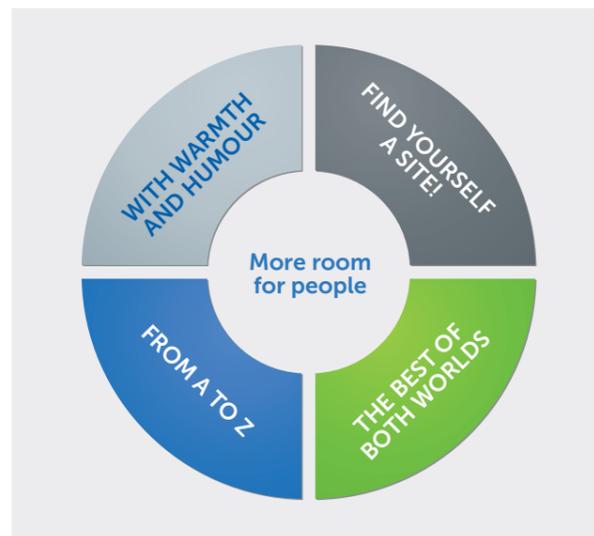
Communication and individual development

At Volkswagen Immobilien, we always listen to personal opinions, positive feedback and criticism from our employees. This helps us to improve our processes and the quality of our work. Through the group-wide “Stimmungsbarometer” staff survey, we regularly assess the satisfaction of the workforce with a view to optimising working conditions.

At company meetings, we provide all staff with comprehensive, up-to-date information on a range of general issues. Our staff magazine is also designed to strengthen the bonds within the company. Published three times a year, it provides information about everything going on at the company, explains the backgrounds and offers the latest personnel information. The Volkswagen Immobilien Intranet portal also offers staff information on company issues and is updated on a daily basis.

Working atmosphere

For Volkswagen Immobilien, it is very important to offer all employees an atmosphere of well-being, fairness and recognition as well as development opportunities. Our motto is “More room for people”. On this basis, we encourage our staff to develop by coming up with ideas and unlocking their potential. The knowledge, skills and commitment of our employees are the basis for our success.



In a constantly changing competitive environment, we need to develop all the time. This applies not only to the company as a whole but also to its products and services and each individual employee. Our strategy lies in recruiting talented people for our company and winning their long-term loyalty. In addition to salary, the perceived attractiveness of an employer and the additional services provided play an increasingly important role.

Our structure as a medium-sized company allows each individual employee to remain visible within the company. A close working relationship with managers and the company management, a friendly corporate culture, family-friendly working hours and a range of other benefits including being part of the Volkswagen Group are what sets us apart from other companies. With the introduction of the internal “Mobile Work” and “Flexible Working Hours” agreements in 2017, we have made our working hours, our flexitime scheme and work locations more flexible to benefit our employees.

Standards and remuneration

In most cases, the charters and declarations agreed with the Volkswagen Group’s European and global group works council apply to Volkswagen Immobilien without restrictions. They provide our employees with certainty as regards their collective rights in the workplace and the nature of their work (social charter, working relations charter, temporary work charter) and are the foundation for attractive long-term working relations. Employee participation which is anchored in a dual employee representation structure (the representation of trade union interests and the works council) plays a particularly important role at our company.

When paying its staff, Volkswagen Immobilien makes no distinction between genders. All employees are chosen, employed and paid on the basis of their qualifications and skills alone. For employees governed by collective wage agreements, there is a three-part payment system which has proven successful as a way of allowing employees to contribute to the company’s success:

- Basic remuneration in the form of a competitive monthly salary
- Performance-based bonus
- Entitlement to a share of the profits as agreed on the basis of collective wage agreements

When employees reach retirement

In addition to providing an attractive remuneration system for our productive employees, we also look after the financial well-being of our staff when they retire. With our company pension scheme, we offer an important basis for securing income in retirement. In addition to the components financed by the employer, employees have the option of increasing their pensions through deferred compensation, for example in the form of a direct insurance policy.

Our employees can reduce their working life through time asset bonds funded through a portion of their gross salary and time credit. An employee can use the time credit built up in this way to obtain paid leave before receiving their pension.

Personnel development, further training

At Volkswagen Immobilien, staff can take advantage of personnel development measures tailored to the individual needs and talents of employees, for example regular contact between superiors and employees as part of staff appraisals or team/departmental meetings.

Increasing knowledge, sharing experiences and shaping the future together: lifelong learning means developing all the time. The Volkswagen Group Academy provides a wide range of training measures for our employees. Some of these can be booked free of charge as online training sessions. This range of training measures is supplemented as necessary by in-house training provided by our own employees and external service providers.

Idea management as an established company process serves to boost the creativity, knowledge and initiative of our employees and encourages them to take on responsibility for improving processes and products.

Health

For us, the aim of integrated health management is to allow every employee to retire healthy if possible. In order to cope with their workload in an appropriate manner, occupational health and safety as well as health promotion are more than just a social obligation and an expression of our corporate culture—they also play a prominent role in our personnel strategy. At Volkswagen, health management goes far beyond classic health care and established occupational health and safety issues. The overall concept also includes aspects of work organisation, prevention, integration and rehabilitation as well as management culture.

The Volkswagen Check-up helps to maintain and boost the health, fitness and performance of our employees—it is a comprehensive, voluntary check-up which is provided free of charge. Our employees value the high-quality diagnostic procedures and the wide range of preventive and training programmes available.

Volkswagen is committed to improving occupational health and safety across the group. Back in 2004, a global occupational health and safety policy which is binding for all group companies was put in place.



Diversification

As a subsidiary of the Volkswagen Group, Volkswagen Immobilien is synonymous with diversity, fairness, tolerance and equal opportunities. We truly believe that progress, ingenuity and performance are driven primarily by diversity. Diversity therefore plays a key role in maintaining and boosting our competitiveness.

We value mixed teams made up of men and women, young and old, and welcome staff from various professions with qualifications in a wide range of areas.

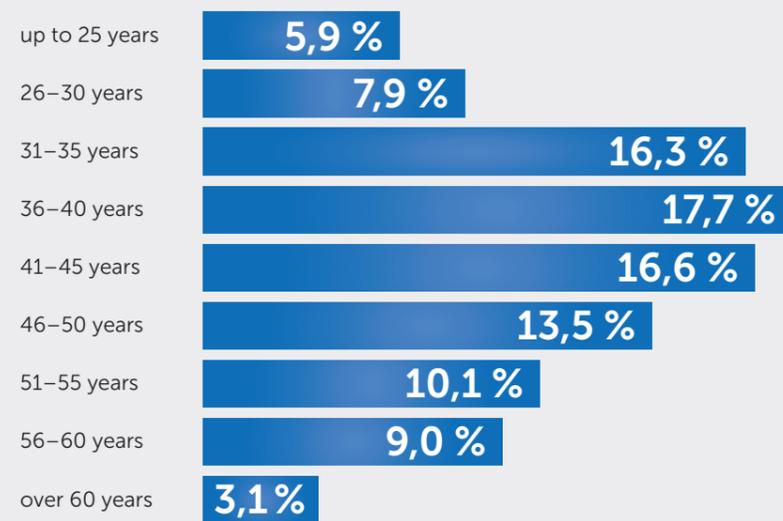
Sustainability Report

Report period:
2017 financial year (01.01. – 31.12.2017)

Contact:
Dr. Fabian Lander
Head of Corporate Finance and Sustainability

Age structure of employees

Including apprentices and staff in partial retirement, as at January 2018



Legal notice

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